

Associate Scientist Center for Cancer Research, NCI

The Center for Cancer Research has adopted the following policy regarding Associate Scientists.

Associate Scientists (AS) are Staff Scientists who play a variety of critical roles within the CCR. They are not on a tenure track. Associate Scientists have substantial expertise in their field of endeavor. For example, these individuals would have stature such that they are called upon as experts by outside institutions, are invited to give seminars at research institutions and national meetings, and/or serve on grant study sections. Individuals performing in a strict service capacity will not be considered for this rank.

Resources. The availability of resources will depend on the nature of the research that is being performed by the AS. Associate Scientist status does not confer independent resources.

- If the Associate Scientist is pursuing a line of research that is a subset of a broader research program being led by a Senior Investigator, the resources provided to the AS will be at the discretion of the Senior Investigator.
- For Associate Scientists who are performing collaborative work across the intramural program (for example, in leading a Core facility), an appropriate budget will be provided by the Scientific Director. Acting as a facility head is not sufficient in itself for conferring AS status.

Service to the CCR, NCI and NIH. While Associate Scientists will be expected to engage in active research, they will also be expected to devote upwards of 10% of their time to service to NCI/CCR, bringing their scientific expertise to a number of different areas. These activities may include committee membership and participation (e.g. animal care, IRB, ad hoc committees), teaching/lecturing in CCR-sponsored courses and tours, hosting speakers in the CCR seminar series, attending and participating in the PI retreat, representing CCR at on- and off- campus meetings as necessary, and performing any other activities deemed appropriate by the SD.

Criteria for Appointment. The following is required to attain AS status:

1. Has a substantial record of achievement;
2. Plays a major support role within a quality research program;
3. Has made major contributions to peer-reviewed publications as evidenced by co-authorship on a reasonable number of publications in journals generally acknowledged to be of high quality;
4. Other evidence of being held in high regard by peers, such as being consulted by others at the NIH or elsewhere for advice and/or assistance;
5. Has made exceptional achievements or other contributions that significantly promote the mission of the NCI or other ICs ;
6. Has a record of high achievement for a substantial number of years, documented by at least five letters from referees who are not recent collaborators, including at least three letters from outside NCI-CCR and at least two letters from outside the NIH;
7. May have made significant methodological or other contributions to the scientific literature;

8. May be required to supervise doctoral-level or senior staff if the laboratory or the facility in which they work is large.

Given these criteria, designation as an Associate Scientist will be rare.

Conferral of Status. Candidates must be nominated for Associate Scientist status by a CCR Lab/Branch Chief. To be considered for AS status, the Lab/Branch Chief must submit a memo, through the assigned Deputy, to the Scientific Director formally nominating for AS status. An updated CV must be included as well as five letters of reference as described above.

The nomination will be reviewed by the Senior Staff of the CCR, chaired by the SD for CCR. The assigned Deputy will present the nomination. The Deputy Directors for CCR, the Associate Director for Science, the SD for Clinical Research, and the SD for CCR will vote on the nomination. A majority of the votes cast will be required to approve the nomination. At least three voting members must be present for a quorum.

Compensation. Generally, Associate Scientists will be appointed under the T42(g) authority. If a current T5 employee is approved for Associate Scientist status, they will be supported for promotion up to the GS-15 grade as appropriate. Note, OHR/NIH retains final classification approval of these promotions. Support for promotion does not guarantee OHR will approve.

For those appointed under T42, the criteria for Associate Scientist status aligns very closely with those for the third tier of the T42 pay model for Band II. Individuals approved for AS status will be submitted for a pay adjustment bringing their salary into the third tier of the pay model (\$140,881 - \$162,371 in 2007). Note that NCC review and NIH Director approval may be required for such pay adjustments.

Scientific Review. Associate Scientists may be reviewed by site-visit and BSC at the discretion of the SD, generally reflecting the extent of their resources. If not reviewed by the BSC, the AS will be reviewed by the CCR Quadrennial Review Panel every four years. Continuation of AS status will be dependent on a positive review.